

HAPPY HOLIDAYS FROM MARTEN TRANSPORT

Transporter

EXCEEDING EXPECTATIONS SINCE 1946



SAFETY



WINTER SAFETY

Important tips for operating in inclement weather conditions.

SEE PAGE 2

BENEFITS

CHRA & BENEFITS OPTIONS

Avoid surcharge by completing your Clinical Health Risk Assessment.

SEE PAGE 3

OPERATIONS



KELLY MARKS 30 YEARS AT MARTEN

Joe Kelly looks back at three decades at Marten.

SEE PAGE 5

RLM SCHOLARSHIPS



SCHOLARSHIP OPPORTUNITY

Marten is offering 15, \$3,000 scholarships to dependents of Marten employees.

SEE PAGE 8

A Look Back at 2020

A year of great game plans with many audibles

Every year, we set strong goals for ourselves. We've had a very successful year, but 2020 has been a year like none other, requiring us to adapt quickly to win the game. Much of our game plan worked great, other plays required a lot of audibles. The good news is our strategic vision to make Marten the most sustainable and profitable transportation company came together. Our people adapted to every challenge and managed to take care of our business and each other.

Marten's mission to protect the environment and stay on the cutting edge of energy saving technology, is on full display at 12 of our 13 company owned terminals and with 99% of our refrigerated trailers and on 70% of our tractors. The last terminal to add solar is on track to start in Q1 of 2021, with the balance of our tractors to become solar energy enhanced by Q3 of 2021. Energy sustainability is just one of many ways Marten protects the long-term profitability of the company while minimizing the impact our business has on the environment.

Marten takes great pride in the collisions mitigation and lane departure systems we equip our tractors with. These functions greatly reduce the likelihood of accidents. Protecting our drivers from accidents not only allows them to bring paychecks home, more importantly, it helps them return home safely to their families. Our efforts to add safety systems to equipment continues. We have begun adding blind spot detection to our tractors this year. By the end of 2021, over half our fleet will be installed. These updates were all part of Marten's game plan for this and next year. Now on to the AUDIBLES.

The COVID-19 pandemic, will leave a very deep and permanent mark in history. No one could have predicted how critical all DRIVERS would be to our nation. The term ESSENTIAL is an understatement when describing the sacrifices and risks our drivers took to keep America fed and as healthy as possible.

Everything that was/is needed was at some point on a truck, and at Marten, we did everything we could to support our drivers and non-driving employees. Realizing the need to protect our essential business (and with sanitizer and masks in very short supply), our Maintenance department used their ingenuity to make, bottle, and distribute over 6,000 bottles of hand sanitizer to our drivers and terminals. We issued all our drivers one \$10 and another \$15 Pilot gift card, and continued to celebrate driver appreciation the best way we could with additional giveaways for Pilot, from our company store, with truck washes and the distribution of free T-shirts. The company purchased and distributed over 9,000 masks with carbon filters to minimize the spread of the virus. The Maintenance team also began a thorough disinfecting protocol at every facility, installed sanitization stations, and added HEPA air filters to improve our work environment. Plexiglass and glass work-station dividers were added to further protect those working in the offices, and our I.T. department worked diligently to provide remote workers the operating tools needed to continue doing their jobs from home effectively. Our Human Resources department kept us all informed on the symptoms of COVID and the protocols to follow if anyone had or suspected they had the virus. They also kept employees well informed on the best practices to stay healthy. Marten managed to keep our benefits and copay cost neutral for another year. In addition, our employees have no cost for COVID testing, Teledoc, early prescription refills, and zero copay for generic medications needed for diabetes, high cholesterol and hypertension.

Great companies are great because of their people. Throughout 2020 our people in every office, household, and tractor, truly pulled together and covered each other's backs to get the job done! It's because of our people, that Marten's future is bright. Cloudy years will come and go, but Marten's team will always finish in the sun.

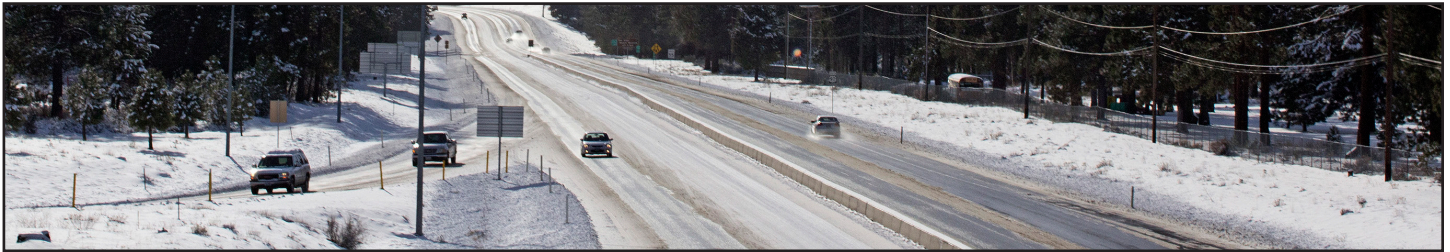


With respect, honor and gratitude, thank you to our Veterans. Thank you to all our military personnel for the sacrifices you have made for our country's freedom.

SAFETY

Winter Driving Safety Reminders

Important tips for safe truck driving during inclement-weather



- **Slow down** – Most at fault accidents are due to excessive speed. Driving at the speed limit may be legal but is often too fast for snow covered or icy road conditions. **DO NOT HURRY.**

- **Keep a safe following distance** – Leave plenty of room between your vehicle and the vehicle in front of your truck, and beside your truck.

- **Don't travel as part of a pack** – Traffic seems to move in 'packs' on the highway. Find a safe way to get away from the pack and travel alone. The goal being to maximize the distance around your vehicle.

- **Don't follow the taillights of the vehicle ahead** – When the snow is so heavy, visibility is low, seeing the taillights of the vehicle ahead, this means following too closely.

- **Keep a safe driving distance back at all**

times, especially in bad weather. If the leader makes an error, you will too. Trucks can leave the road, and yours could follow the lead truck off the road.

- **Use good judgment** — If the weather is severe, get off the road. Find a place to get off the road safely and wait until conditions are safe.

- **Don't stop on the shoulder of the road** — Especially in low visibility situations, when driving in winter, especially 'blinding snow', other vehicles can mistake your position for being on the road and as a result, may slam into the back of your rig.

- **Braking** – Some drivers like to use the Jake brake in less than perfect weather conditions. Some don't. **DO NOT ENGAGE THE JAKE BRAKE ON ICY ROADS.** Try to avoid overusing your foot brake, unless the

entire unit is absolutely 'straight' on the road. Don't over brake when the entire unit isn't straight, the trailer can slide and spin you out of your position, the truck slows down, and the trailer does not. This is especially true, when the trailer is empty.

- **Be certain** — Be absolutely certain during your pre-check before you leave, that the defroster and heater are working properly. Wipers, wiper motor, lights, esp. brake and taillights, washer fluid is topped up, all brakes are set up and windows and mirrors are completely clean before departure.

- **Keep tractor and trailer lights clean** — When you're able to stop in a safe place, clear the lights of snow and ice, which builds up in bad weather. Keep everything clean, so you can **BE SEEN.**

"Remember, Marten Transport is the only carrier that pays you for shutting down due to inclement weather. Nothing is more important than the safety of our drivers."

Remember the Dos and Don'ts of Entering and Exiting Equipment

Using what's called the three-point contact method when entering and exiting a truck can help to significantly reduce the chance of a serious injury from a slip or fall. This simply means three of four limbs must remain in contact with the vehicle at all times (two hands and one foot, or two feet and one hand). Below are some additional dos and don'ts when exiting and entering trucks:

THINGS YOU SHOULD DO:

- Enter and exit facing the cab
- Mount and dismount only when equipment is stopped
- Look for obstacles on the ground before exiting
- Break 3-point contact only when you reach the ground, cab or platform
- Take extra care in wet, snowy or icy weather
- Avoid wearing loose or torn clothing that can catch on equipment
- Wear shoes with appropriate support and traction



THINGS YOU SHOULD NOT DO:

- **Jump off a truck** (doing so exerts 12-times your body weight on your joints when you land)
- **Climb down with something in your free hand** (You should make sure to put any item on the vehicle floor and reach up for it when you get down off the truck and solidly on the ground)
- **Use tires or wheel hubs as a stepping surface**
- **Use the door frame or door edge as a handhold**
- **Become an injury statistic**

BENEFITS

CHRA & Benefit Options

Summary of Clinical Health Risk Assessment and Marten Benefit Options

Marten has teamed with UMR to offer a program to help you recognize and make the most of your opportunities.

READY TO GET WELL?

First, let's focus on some simple goals for improving your health. We'll begin with a quick look at what you can expect and how to get started.

Complete your CHRA-UMR's clinical health risk assessment (CHRA) is a series of questions to help you see your current health status so you can learn more about your personal health. Your CHRA is confidential and the health information is not shared with your employer. It takes 20 minutes to complete the questionnaire online. For instructions on how to complete your CHRA please refer to your 2021 Benefit guide or go to sharepoint to get a digital copy of the benefit guide. If you need assistance call UMR's technical support team 866-922-8266.

ACCESS ONLINE TOOLS ON UMR.COM

Your wellness resources on umr.com include a library of health information, along with videos and interactive "action plan" tutorials to help you get and stay healthy.

EARN YOUR REWARDS

Please see the following incentive requirements to ensure you qualify for all the rewards available to you.

Employees will not be charged the \$10/week surcharge if you: **Complete your CHRA by January 31, 2021.**

UMR'S DISEASE MANAGEMENT PROGRAM:

Marten Transport offers their covered employees and their spouse a \$50 reward in the form of a single-use pre-paid reward card for your engagement in UMR's disease management program.

Your reward will be provided after your fourth call with a UMR nurse during the eligibility period or if you have completed UMR's disease management program. You should receive your reward card within five to seven weeks.

UMR'S TOBACCO CESSATION PROGRAM:

Upon completion of UMR's Tobacco Cessation Program, you will be refunded the difference between the Smoker and Non-Smoker rates by Marten Transport.

*Your health plan is committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all employees. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. **Contact us at 800-207-7680** and we will work with you (and, if you wish, with your doctor) to establish an alternative goal with the same reward that is right for you in light of your health status.*



You must complete your CHRA by January 31, 2021 to avoid a surcharge for 2021.
****CHRA can be done on a smartphone or tablet device.**

TAKE A CLOSER LOOK! Are your deductions correct? As each new year starts, we urge employees to review your payroll deductions carefully to make sure that all appropriate charges are being made for your 2021 benefits.

BENEFITS

Your family's health and wealth ... we've got you covered like no other company in the industry!



**NEW
IN
2021**

- ✓ **Free, unlimited Teladoc visits for Health Plan A and B. Medical care without leaving home!**
- ✓ **Receive Tier 1 generic medication for hypertension, diabetes and high cholesterol at NO COST!**

** Eligible for all UMR members and dependents.*

- **Marten is absorbing the costs providing you additional benefits with no additional cost for a second straight year!**

~ Safety ~

- * Collision Avoidance Systems * Blind Spot Detection * Forward Facing Cameras * Masks
- * Sanitizers * Hepa Filters at Terminals * Facility & Equip Disinfectant Fogger * DriveWyse

PAY

- **Premium and Minimum Guarantee Pay increases!**
- **Increase in weekend layover pay ... now \$250!**
- **Thanksgiving Holiday Pay increased 33% to \$200!**
- **Christmas and New Years Pay increased to \$225!**

Suggestions for Navigating the Holidays Safely

With the Holidays fast approaching here are some reminders to help protect you and your family from COVID 19. The pandemic has been stressful and isolating for many of us. We want to keep protecting both you, your family and our Marten family from this illness. 2020 has been a year like no other, with that in mind be creative in ways to get together with family and close friends.

- Think about staying home and keeping your circle small.
- Try virtual get togethers' with friends and family that are not in your immediate household.
- Wear your mask and keep a 6 feet distance from others when you are in public and not with your immediate family.
- Travel with hand sanitizer with at least 60% alcohol, have an extra mask and wash your hands frequently.
- Start new traditions with your household, things like family games, taking walks, family scavenger hunts and holiday picnics.

Marten wishes you and your family a safe and healthy holiday!

EMPLOYEE RELATIONS

30 Years of Observing Growth

Kelly marks three-plus decades with Marten Transport Maintenance

Joseph Kelly celebrated his 30th anniversary with Marten Transport in October. Joe started his tenure in the Jurupa Valley Maintenance department working on trailers and then later tractors. In 2006 he was promoted to Tractor Foreman. When asked what changes Joe has observed over the last 30 years he replied, “the change from cab overs to Larsen trucks”.

Joe also commented on the tremendous growth Marten has had over the years. Joe’s most memorable moment was in 2014 when the Jurupa Valley terminal moved from a 7 acre facility to a 23 acre facility. When Joe is not working he enjoys traveling to Vegas and Laughlin. Another favorite of his is the great Mexican restaurants in California.



RETIREMENT

Long-term Drivers Wave “Goodbye” to the Road

Stevens, Baggett and Nichols mark retirement with crystals trucks



Marten said goodbye to a trio of long-term driver employees recently.

Robert Stevens (top left) retired in October of 2020 after driving for Marten Transport for 24 years. Robert was inducted into the One Million Mile Club in 2005 and Two Million Mile Club in 2013. Ryan Cooper, Regional Operations Manager presented Robert with a crystal truck for his many years of service. Marten Transport would like to wish him the best of luck on his retirement.

Gold Medallion. Thanks to Wes for the many years of service and we wish him the best of luck in his retirement.

Murray Nichols (bottom left holding truck) has been with Marten Transport for over 20 years. Murray started his career as a driver from 1988 to 1989. Murray returned to Marten in 2000 as a fleet manager and in 2008 realized he missed driving and got back into the truck for the remainder of his career.

In 2019, Murray was inducted into the One Million Mile Club. Murray retired in September of 2020 and was presented a crystal truck by Jerod Aikman - Director of Regional Operation-East, and his Fleet Manager, Alex Johnson.

Marten Transport would like to wish Murray the best of luck in retirement.



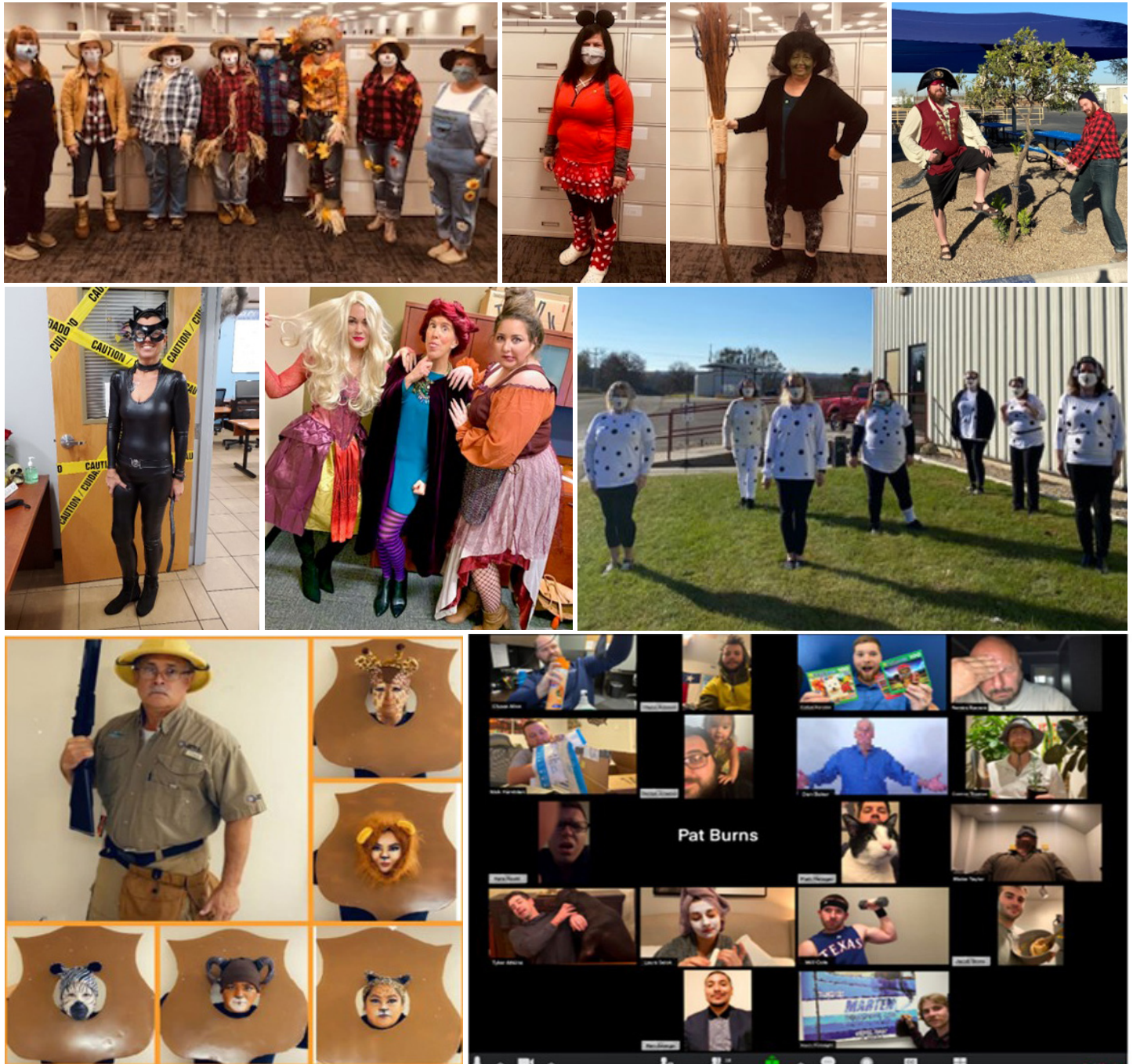
Wes Baggett (middle left) started his career with Marten Transport in 1990 and after 30 years behind the wheel he decided it was time to retire and spend time with his family. During his years with Marten Transport he has achieved not only a One and Two Million Mile Award, but recently earned his



EMPLOYEE RELATIONS

Halloween Costume Tradition Continues

Great effort from everyone at each of our terminals this year for our annual costume contest! So many creative teams. Congratulations to all who participated in this fun Marten Halloween tradition! Winners!! 1st: Payroll Scare-crows. 2nd: Tucker- Hocus Pocus/Cat woman.



Halloween Contest Winners include Payroll, Jeff & Jordan from Phoenix, Lori from Tucker HR, Alissa, Kari & Kelsey from Tucker, Accounting, Laredo and Desoto Terminal (as Quarantine/zoom call stereotypes: Chase Allen as the "all over cleaner," Clayton Anderson as "haven't changed out of these sweat-pants in days," Colton Hensley as "puzzle addict," Ramior Barrera as "just wants everyone to mute please," Nick Hambian as "Amazon over-order," SPECIAL appearance from Dan Bakers, "whose wi-fi is really struggling," Connor Thomas as "person who got really into his plants," Nate Roehl, as "is this thing working," Pat Burns as "person whose camera is broken," Matt Metzger as "person who has cat who keeps making appearances," Blake Taylor as "person who is actually asleep," Tyler Atkins as "person whose dog is really enjoying having their human home so much," Laura Selak as "self-care queen," Will Cole as "person who really got into home fitness," Jacob Stone, as "person who made a lot of bread," Ben Arango as "person who actually got nicely dressed for the call," Kevin McKnight as "person who took up painting.

EMPLOYEE RELATIONS



ANNUAL HOLIDAY CARD CONTEST

This is the sixth year we have held our annual contest for our Marten Holiday Card. We picked four winning cards to be printed as our Holiday Cards. Honorable mention goes to the rest of the wonderful entries that we received. THANK YOU to everyone who participated in this year's contest. **HAPPY HOLIDAYS!**



WINTER CLOTHING DRIVE: Once again, the Mondovi Terminal came together to help provide a great selection of coats, boots, snowpants, gloves and hats for local school children in need of winter wear. The generosity of our employees will help keep these youngsters warm as temperatures drop during the Wisconsin Winter.

Don't forget to stop into the Marten Store to check out our latest Marten Merch! Locations in Edwardsville, Phoenix, Tucker, Wilsonville, Zionsville and Mondovi. If you can't make it to any of our physical locations, check out our website <https://marten.excelimages.com/>



FEEDBACK

Employee Feedback

We appreciate your honesty. Please use this form for comments, complaints, or suggestions. Your input helps make Marten the best possible workplace for all employees. Drivers may submit this form: ATTN: HR - to be routed to the appropriate department for a response. Office and terminal employees should submit to HR for departmental routing.

COMMENTS:

Name: _____ Driver No.: _____

Marten Transport, Ltd.
129 Marten Street
Mondovi, WI 54755

RECOGNITION

Drivers of the Quarter THIRD QUARTER - 2020

Congratulations to the following drivers, who have been selected as Drivers of the Quarter for 3rd quarter 2020.

OTR-Jack Abel, Keith Schmoeller
 Kansas-Martin Voelker
 Carlisle-Ben Bishop
 Tampa-Michael Sanchez
 Tucker-Bhim Monger
 Zionsville-Marcus Howard
 Wilsonville-Reuben Hogue
 Colonial Heights-Robert MacNeill
 DeSoto-Jeremy Harness
 Memphis-Laquita Walls

Wal-Mart (New Albany)-Donald Fair
 Intermodal-Richard Spencer
 Phoenix-Sallie Davis
 Wal-Mart (Clarksville)-Russell Orrell
 Coke Dedicated-Robert Lecureux
 Wal-Mart (Tomah)-Dennis Drew
 Wal-Mart (Shelbyville)-Jeff Farmer
 Dry (KS)-Chris Hughes
 Dry (GA)-Alex Diaz
 Wal-Mart (Wintersville)-Paul Bennett

SCHOLARSHIPS

Randolph L. Marten Scholarships

Marten Transport has established a scholarship program to assist employee's children who plan to pursue post-secondary education programs. Scholarships are offered each year for full-time study at any accredited post-secondary institution of the student's choice.

Eligibility: Applicants must be dependent* children 23 and under, (up to age 24) of full-time Marten Transport Ltd. Employees who have a minimum of one year employment with the company as of the application date. *dependent children are defined as natural and legally adopted children or stepchildren living in the employee's household or primarily supported by the employee.

Applicants must be high school seniors or graduates who plan to enroll or students who are already enrolled in a full-time undergraduate course of study at an accredited two-or four-year college, university, or vocational-technical school for the entire upcoming academic year.

Awards: Up to 15 Scholarships of \$3,000 each will be awarded each year. Awards are not renewable, but students may reapply to the program each year they meet eligibility requirements.

**One recipient per family per year. Interested students may go online to download an application at www.marten.com after 1/1/2021. Completed applications and transcripts must be post marked by February 28th. Applications should be sent directly to Scholarship America.*

